## CITY OF REDMOND ORDINANCE NO. 2510 (AM)

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING PAY PLANS "N" AND "E" IN ORDER TO SET SALARIES FOR NON-UNION AND EXECUTIVE EMPLOYEES FOR THE YEAR 2010; PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE

WHEREAS, Resolution No. 1142 calls for an adjustment of salaries in keeping with changes in salaries in the local labor market of both private and municipal employers; and

WHEREAS, these changes should now be reflected by amending the respective pay plans for non-union and executive employees.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1. Pay Plans Adopted. (A) Effective January 1, 2010, Pay Plan "N" covering non-union employees is hereby amended to grant a .97 percent across-the-board increase in salaries over those salaries in effect on December 31, 2009, as adopted by Ordinance No. 2480. The amended Pay Plan is attached as Exhibit 1 (AM) and incorporated herein as if set forth in full.

(B) Effective January 1, 2010, Pay Plan "E" covering executive employees is hereby amended to reflect a .97 percent increase in salary ranges over those salary ranges in effect on December 31, 2009, as adopted by Ordinance No. 2433. The

amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

Section 2. Severability. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 3. Effective Date. This ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

ADOPTED by the Redmond City Council this 15<sup>th</sup> day of December, 2009.

CITY OF REDMOND

JOHN MARCHIONE, MAYOR

ATTEST:

Mulellely. W. Gelle CITY CLERK, MICHELLE M. MCGEHEE

(SEAL)

APPROVED AS TO FORM

OFFICE OF THE CITY ATTORNEY:

By:

FILED WITH THE CITY CLERK:

PASSED BY THE CITY COUNCIL:

SIGNED BY THE MAYOR:

PUBLISHED:

EFFECTIVE DATE:

ORDINANCE NO. 2510 (AM)

December 9, 2009

December 15, 2009

December 15, 2009

December 21, 2009

December 26, 2009

ADOPTED 6-0: Allen, Carson, Cole, Margeson, McCormick and Myers

## City of Redmond Non-Union Employees 2010 Pay Plan

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Ordinance No. 2510(AM) Exhibit 1 AM No. 09-278

Grade	Title	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$5,944	\$7,452	\$8,960
NA10	Administrative Assistant	\$2,917	\$3,627	\$4,337
NA20	Administrative Specialist	\$3,045	\$3,828	\$4,611
NA30	Administrative Supervisor	\$4,692	\$5,452	\$6,212
NA40	Applications Services Manager	\$6,538	\$8,309	\$10,079
NA50	Assistant Director Public Works	\$7,124	\$8,837	\$10,549
NA70	Assistant Maintenance Manager	\$6,271	\$7,135	\$7,999
NA80	Assistant Police Chief	\$8,613	\$9,577	\$10,541
NB01	Benefits Administrator	\$3,683	\$4,673	\$5,663
NB10	Building Official	\$6,576	\$7,480	\$8,383
NB20 ·	Business Operations Manager	\$5,395	\$6,268	\$7,140
NM80	Chief Policy Advisor	\$7,203	\$8,458	\$9,712
NC01	City Clerk	\$6,494	\$7,495	\$8,495
NC05	Communications Dispatch Supervisor	\$4,815	\$5,465	\$6,115
NC40	Communications Program Manager	\$4,891	\$5,567	\$6,242
NC25	Compensation Analyst	\$3,896	\$4,888	\$5,880
NC30	Computer Forensic Investigator - Senior	\$4,173	\$5,342	\$6,510
ND01	Department Administrative Coordinator	\$3,622	\$4,427	\$5,232
NA60	Deputy Fire Chief	\$8,581	\$9,586	\$10,591
ND05	Deputy Parks Director	\$7,146	\$8,234	\$9,321
ND10	Deputy Planning Director	\$7,350	\$8,410	\$9,469
NE01	Emergency Preparedness Manager	\$5,664	\$6,478	\$7,291
NE10	Employment and Training Manager	\$5,421	\$6,468	\$7,515
NE20	Engineer - Senior	\$6,005	\$7,233	\$8,461
NE30	Engineering Manager	\$6,176	\$7,686	\$9,196
NE50	Engineering Supervisor	\$6,005	\$7,233	\$8,461
NE60	EPSCA 800 Megahertz Technician	\$5,130	\$6,104	\$7,077
NE64	EPSCA Operations Manager	\$6,253	\$7,442	\$8,631
NE68	EPSCA Senior Accounting Associate	\$3,623	\$4,312	\$5,000
NE40	Executive Assistant	\$3,855	\$4,745	\$5,635
NF01	Facilities Maintenance Supervisor	\$5,318	\$6,201	\$7,084
NF20	Financial Analyst	\$4,345	\$5,463	\$6,581
NF10	Financial Analyst - Associate	\$3,583	\$4,568	\$5,552
<b>N</b> F30	Financial Analyst - Senior	\$4,831	\$6,235	\$7,639
NF40	Financial Planning Manager	\$7,085	\$8,734	\$10,382
NF50	Fleet Manager	\$5,995	\$6,726	\$7,456
NG01	GIS Manager	\$5,873	\$7,478	\$9,082
NH01	Human Resources Assistant	\$3,057	\$3,755	\$4,453
NH10	Human Resources Generalist	\$4,007	\$4,961	\$5,915

## City of Redmond Non-Union Employees 2010 Pay Plan

Ordinance No. 2510(AM) Exhibit 1 AM No. 09-278

Grade	Title	Minimum	Midpoint	Maximum
NH15	Human Resources Program Manager	\$6,179	\$7,543	\$8,906
NH20	Human Services Manager	\$6,496	\$7,132	\$7,768
NI01	Inspection Supervisor	\$5,604	\$6,362	\$7,119
NI10	IS Manager	\$7,114	\$8,890	\$10,666
NM01	Maintenance Manager	\$7,041	\$7,981	\$8,920
NM10	Maintenance Operations Supervisor - Storm Water	\$5,551	\$6,321	\$7,090
NM20	Maintenance Operations Supervisor - Streets	\$5,589	\$6,378	\$7,166
NM30	Maintenance Operations Supervisor - Wastewater	\$5,551	\$6,321	\$7,090
NM40	Maintenance Operations Supervisor - Water Operations	\$5,551	\$6,321	\$7,090
NM60	Management Analyst	\$4,066	\$5,212	\$6,357
NM50	Management Analyst - Associate	\$3,538	\$4,534	\$5,530
NM70	Management Analyst - Senior	\$4,677	\$5,995	\$7,312
NN01	Network Communications Manager	\$6,292	\$7,938	\$9,583
NP05	Parks Maintenance Supervisor	\$4,901	\$5,532	\$6,163
NP10	Parks Operations Supervisor	\$5,321	\$6,086	\$6,851
NP20	Parks Planning Manager	\$6,679	\$7,345	\$8,010
NP30	Payroll Supervisor	\$4,668	\$5,760	\$6,851
NP40	Planning Manager - Development Review	\$6,655	\$7,751	\$8,846
NP60	Planning Manager - Policy and Comprehensive Planning	\$6,990	\$8,148	\$9,306
NP65	Police Commander	\$8,497	\$8,925	\$9,353
NP67	Police Crime Analyst (limited duration)	\$4,416	\$5,013	\$5,610
NP68	Police Support Services Supervisor	\$4,397	\$4,991	\$5,584
NP70	Program Manager	\$5,626	\$6,402	\$7,177
NP80	Prosecuting Attorney	\$5,587	\$6,493	\$7,398
NP90	Purchasing/Accounts Payable Manager	\$5,803	\$7,245	\$8,686
NR01	Real Property Manager	\$5,478	\$6,210	\$6,941
NR10	Recreation Division Manager	\$6,631	\$7,687	\$8,743
NR20	Recreation Program Manager	\$5,587	\$6,312	\$7,036
NR50	Reprographics Supervisor	\$4,418	\$5,267	\$6,115
NU01	Revenue Manager	\$5,923	\$7,078	\$8,233
NR40	Risk Analyst	\$4,316	\$5,281	\$6,246
NR30	Risk Analyst - Senior	\$4,964	\$6,074	\$7,184
NS02	Senior Labor Analyst	\$5,515	\$6,443	\$7,371
NS05	Senior Recruiter	\$5,421	\$6,468	\$7,515
NS10	Supervising Attorney	\$7,335	\$8,528	\$9,720
NS30	Supervisor - Permit Technicians/Plans Examiners	\$5,967	\$6,602	\$7,236
NS20	Support Services Manager	\$5,796	\$7,286	\$8,776
NT10	TDM Program Manager	\$6,798	\$7,527	\$8,256

## CITY OF REDMOND PAY PLAN "E" - EXECUTIVE PAY PLAN 2010

Grade	Title	Minimum	Midpoint	Maximum
1	Human Resources Director	\$7,911	\$9,538	\$11,164
2	Planning Director	\$8,489	\$9,865	\$11,240
3	Parks Director	\$8,728	\$10,140	\$11,551
4	Deputy City Administrator	\$8,443	\$9,982	\$11,520
5	Fire Chief Police Chief	\$9,007	\$10,566	\$12,125
6	Finance Director Public Works Director	\$8,788	\$10,578	\$12,367